

Form 13
Revised (1/1/1999)EMPLOYEE PERFORMANCE APPRAISAL
STATE OF ALABAMA
Personnel DepartmentRange
100% Number
of Steps

Employee Name: Mildred T Groggel Social Security Number: _____
 Agency: 061/Mental Health & Retardation Division: 309E/Brewer Dev Ctr
 Classification: Dir of MR Program Svcs Class Code: A3200
 Period Covered From: 03/01/2002 To: 03/01/2003 Annual Raise Effective: May 2003

APPRAISAL SIGNATURES: Signatures are to be provided after the form has been completed.

Rating Supervisor	Employee	Reviewing Supervisor
SSN _____	SSN _____	SSN _____
Signature <u>[Signature]</u>	Signature <u>[Signature]</u>	Signature _____
Date <u>2/24/03</u>	Date <u>2-24-03</u>	Date _____
Initial if comments are attached _____	Initial if comments are attached _____	Initial if comments are attached _____

PERFORMANCE APPRAISAL SCORE: Locate the Responsibility Score on the back of this form and write it in the appropriate space. Locate the Disciplinary Score, also on the back of this form, and write it in the appropriate space. The Disciplinary Score is subtracted from the Responsibility Score to derive the Performance Appraisal Score.

34 - 0 = 34
 Responsibility Score Disciplinary Score Performance Appraisal Score

This employee's work:

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Does Not Meet Standards (6.6 or below)	Partially Meets Standards (6.7 - 16.6)	Meets Standards (16.7 - 26.6)	Exceeds Standards (26.7 - 36.6)	Consistently Exceeds Standards (36.7 - 40)

WORK HABITS: Check the appropriate box for each work habit area. If "Noncompliance" is to be marked, a step of the discipline system (warning, reprimand, suspension) must have been taken with the employee during the appraisal period. See the Disciplinary Actions area on the back of this form for disciplinary documentation.

	Compliance	Noncompliance
Attendance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Punctuality	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Cooperation with Coworkers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Compliance with Rules	<input checked="" type="checkbox"/>	<input type="checkbox"/>

RCVD 13:06 FEB26'03

PLAINTIFF'S
EXHIBIT

15

1582

RESPONSIBILITIES: List an abbreviated version of the employee's responsibilities below as documented on and discussed during the Preappraisal. Record the appropriate rating in the box for each responsibility. Rating(s) of appropriate responsibilities should reflect any disciplinary action(s) that has been taken during this appraisal period.

	0 Does Not Meet Standards	1 Partially Meets Standards	2 Meets Standards	3 Exceeds Standards	4 Consistently Exceeds Standards
Responsibility					Rating
1. Provide adequate and appropriate supervision and direction to key leadership and other staff of Habilitation Services.					3
2. Manage Habilitation Service's delivery system/operations so that consumers are provided with identified needs and rights are protected.					4
3. Maintain a residential/habilitation environment of care that provides for the safety and protection of consumers.					4
4. Maintain Medicaid Title XIX ICF/MR certification of the Center without "jeopardy" status or less than "certified" status.					4
5. Serves on the facility's senior management team and participates in Task Forces/Committees.					4
6. Represents the facility in interactions with families, DMH/MR and other agencies, professional colleagues and the general public.					3
7. Ensure in-service training of all staff assigned to Habilitation Svcs.					3
8. Develop an annual Habilitation Services strategic plan.					3
9. Reviews and evaluate expenditures.					3
10.					

RESPONSIBILITY SCORE:

$$\frac{31}{9} = 3.4 \times 10 = 34$$

Total of
Responsibilities/Results
Ratings
Number of
Responsibilities
Average
Responsibility
Rating
Responsibility
Score

DISCIPLINARY ACTIONS: Any disciplinary action taken with the employee during this appraisal period is to be listed below. For each area, list the specific disciplinary step taken, the date of action, and the reason or unwanted behavior it involved. Copies of disciplinary documentation are to be maintained in the agency's personnel files. Remember, appropriate responsibilities and work habit(s) should reflect the fact that performance required disciplinary action.

DISCIPLINARY SCORE: This section should include the use of the discipline steps of reprimand and suspension only. The Disciplinary Score does not include warnings (oral). Warnings are documented only in the Work Habits and Disciplinary Actions areas. Identify the most severe step of the discipline system that has been utilized with the employee during this appraisal period. If the most severe step was one or more reprimands, the Disciplinary Score will be 7. If the most severe step was one or more suspensions, the Disciplinary Score will be 17. Otherwise, the Disciplinary Score will be zero.

DISCIPLINARY SCORE: _____